

COMMISIONERS PRESENT

Gil Palmer, Chairperson Trena Carter, Treasurer John Roberts, Secretary Kelly Benjamin Greg Lewis Richard Gold John Stroh Tony McClendon Annette Barnes

COMMISIONERS ABSENT

Ian Kohen, Vice Chairperson

STAFF PRESENT

Lorraine Smith, Director Betsy Schuette, Secretary

MEETING CALLED TO ORDER

Rhea Baker-Ipek

GUESTS PRESENT

Students/Staff and their families from Central Middle School.

SECRETARY'S REPORT

Commissioner Roberts requested the Commissioner's to again review the minutes that had previously been sent to them. Commissioner Barnes moved that the August 28th minutes be approved as presented. Commissioner Gold seconded. Motion carried. August minutes were approved.

TREASURER'S REPORT

Commissioner Carter reported no activity with the Donations Account keeping the balance at \$6125.74. Commissioner Carter reported a balance of \$2311.02 remaining in the Heritage Fund grant account and will be returned upon submission of an invoice from Heritage Fund to the Commission for the remaining balance.

Commissioner Lewis moved that the Treasurer's Report with the discussion be accepted. Commissioner lpek-Baker seconded. Motion carried.

CHAIRPERSON'S REPORT

Chairperson Palmer welcomed the guests representing Central Middle School and differed his report to Commissioner McClendon. Commissioner McClendon notified the BCSC school system he was available to speak regarding the 50th Anniversary MLK March on Washington. Commissioner McClendon was requested to spoke to the students at Central Middle School. Presenting his experiences growing up in Atlanta, Georgia in 1963 during this monumental event and he asked these students the rhetorical question of what their America will look like in 50 years. Ms. Summers of Central Middle school posed the question and encouraged them to write about what they think America will be like in 50 years for them. Having read all of them Commissioner McClendon pulled out 3 essays he felt stood out to him. He presented one by Josh Majors who could not attend the Commission meeting. Ms. McAvoy and Ms. Frasier presented their essays to the Commissioners. Commissioner McClendon expressed his appreciation to Ms. Summers who's efforts of educating her students on the topics of discrimination and diversity are above and beyond her call to the duty of enlightening her students.

DIRECTOR'S REPORT

Casework:

The office continues to be busy with case work. The following is case activity updates:

- 1 CHRC filing, Sexual Harassment in Employment
- 1 Intake, Disability in Employment
- 1 Technical Assistance, Age in Employment
- 2 Technical Assistance Follow-ups, Deceptive Business practices involving deaf and hearing impaired complaints. Resolution was established prior to filing the complaint with the Attorney General's office. Monies valuing \$4000 were removed from the credit card account that the Respondent had acquired in the Complainant's name.

Commission:

Deputy Director Hire Process:

Director Smith reported the Commission receiving 42 applicants for the Director-in-Training position. The executive committee, which includes: Chairperson Palmer, Commissioners Roberts, Carter, Kohen as well as HR Director Tinsley, have been part of the interviewing team. Director Smith reported some of the applicants who are very strong candidates for the position with one more interview scheduled Friday, September 27th.

Not-for-Profit Training:

Director Smith reported the Not-for-Profit Training was cancelled due Lyn Morgan's resignation from Heritage Fund. Due to staff transition issues, HFBC decided it was best to wait to do the training at a later date to give them time to appropriately prepare and will contact Director Smith at that time.

2014 Annual Dinner Meeting:

Staff member Schuette is lining up process steps for the Annual Dinner. The Commissioners will need to decide on potential speakers as soon as possible. Director Smith would like for the convening Annual Dinner Committee with; Commissioners Gold, Kohen and Carter to meet and discuss the details. Director Smith would like the Laws Award Committee; Commissioners Roberts, Kohen and Carter to meet and run another six sigma process

Staff:

- Director Smith continues to attend the Mayor's staff and Board of Works meetings.
- Staff member Schuette attended a two-day Advanced Excel Training and believes it will potentially help build skills for office projects.

OTHER ACTIVITIES:

Columbus Safe Community Six Sigma Project:

Director Smith reported to the Commission that she was interviewed on September 23rd by Brian Walters and Sarah Grey for the Six Sigma Project. Mr. Walters provided better clarity on the project, stating that the goal of the project is to gather information from various entities in the community. For the purpose of determining how they can create a process for these entities to self-identify as service providers who provide a safe and welcoming environment for the LGBT community. Some of the entities include healthcare providers, governmental agencies, businesses, City Services. How these entities self-identify will be determined after the information is gathered since the group is still in the data gathering stage. Director Smith recommended they keep those entities informed of their

Outreach Committee/Heritage Fund Executive Committee:

Director Smith continues to attend the Heritage Fund Grant Committee meetings. She provided the Commissioners with updates on the following programs:

- Community Portal a centrally located digital representation gather information about Columbus.
- Multicultural Center Center to bring people from different cultures together in one physical location. She
 reported that the Outreach Committee has begun a Six Sigma Project black belt working on that project.

Landlords Association Meeting:

Mayor Brown asked the department heads to attend the Landlord Association meeting on September 14 at the Bartholomew County Fairgrounds. Some of the questions asked regarding Human Rights involved questions about 55 and older housing units and whether that is allowed in Columbus as there are many such complexes in Florida. Director Smith also answered questions about familial status in regard to safety and sleeping rooms; and density standards.

MACDA (Mayor's Advisory Council on Disability and Accessibility):

Director Smith attended the Mayor's Advisory Council on Disability and Accessibility as well as the Community Awareness sub-committee. The Group has formed several sub-committees that are more focused with some action steps in queue. They have discussed Adopting A High Way for volunteers to clear sidewalks during the winter clearing the snow and ice for community members in wheelchairs. Some North High School wrestling team students have expressed interest. The program is also thinking about creating personally documented testimonies from those with disability that could be available on the City website or YouTube.

Ethan Crough in to give the group a presentation on dwarfism. Ethan, who is the president of the Bartholomew Consolidated School Foundation is on the national board of Little People of America. It was an eye opening presentation. The regional conference for Little People of America will take place in Columbus on October 9.

CITY HALL:

2014 Budget First Reading has passed. Commission budget is as presented.

Upcoming:

- Excellence in Leadership Initiative-IUPUC: September 30, October 23 and February 18 Learning Center
- Threads Showing, City Hall October 9, 2013
- IUPUC has developed a Diversity Calendar similar to what the Human Rights Commission developed with the Adventure into Diverscity Challenge last year.

Volunteer of the Year-Annette Barnes:

Director Smith and the Commission congratulated Commissioner Barnes on being named one of the Volunteers of the Year.

Strategic Goals:

Director Smith printing out the strategic goals for the new Commissioners to review and try to identify where their role is or could be in the Commission. Also any trainings for businesses locally or any ideas for the future of the Commission. Discussion ensued

Annual Dinner:

Commissioners need to keep in mind a Keynote Speaker and Laws Award Recipient. Discussion ensued.

LEGAL UPDATE

Director Smith provided copies to the Commissioners of Laws that could affect the Commission or community members.

First Article was regarding a disabled employee who needed special accommodations. Before, employers were not required to move an employee to another position for accommodation but they would have to apply as all other applicants have to do. Now they are able to move them from their position and move them to the other department without interviewing them with other applicants.

Second Article was redefining Supervisors in the workplace. To include a broader variety based of a case of Sexual Harassment by someone she believed was a supervisor.

LIAISON REPORTS

- Commissioner Lewis reported he attended the September 11th CAMEO meeting. Latin American Association was the host and the guest was the Reference Librarian from the Bartholomew County Librarian who showed them all the International Resources available on their website. CAMEO has a lot of planning going on with the Ethnic Expo coming up. Trinbago Association is the hosting Country and the International Film Festival to be held at the Columbus Learning Center on November 12th-14th. Director Smith reported information from Chief Maddox stating a large number of CAMEO members joining their Citizens Academy. Officer Myers reported this is the largest variety of diversity to participate in the classes.
- Commissioner Stroh reported the Inclusive Community Coalition did not have a meeting
- Commissioner Roberts reported he was unable to attend the Transit Authority Board meeting but did get notification of the 2014 transportation plans and bus route expansion in the next 3-4 weeks and could include availability for senior citizens and those with Disabilities.
- Commissioner Barnes reported attending the Pride Alliance meeting it meets Friday September 27th.

DISCUSSION

- Commissioner Benjamin reported Men Take a Stand Event Tuesday, October 1st. It will start at 11:50 on 5th and Washington and participants will walk to City Hall on the steps in the front.
- Commissioner Barnes is participating in the Diversity Circles and has 2 more sessions. She finds it very informative.
- Commissioner Roberts will be speaking regarding Diversity and Human Rights issues to this year's Leadership Bartholomew County class.

ADJOURNMENT:

Commissioner Roberts moved that the meeting be adjourned. Commissioner Carter seconded. Motion carried meeting adjourned.